

**EFFECT OF STIGMA ON INCLUSIVENESS OF PERSONS WITH
DISABILITIES IN COMMUNITY DEVELOPMENT PROJECTS:
A CASE OF TEMBEKE DISTRICT**

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**A DISSERTATION SUBMITTED IN PARTIAL FULFILLMENT OF THE
REQUIREMENTS FOR THE DEGREE OF MASTER OF PROJECT
MANAGEMENT OF THE OPEN UNIVERSITY OF TANZANIA**

2019

CERTIFICATION

The undersigned certifies that he has read and hereby recommends for acceptance by the Open University of Tanzania a dissertation entitled: ***“Effect of Stigma on Inclusiveness of Persons with Disabilities in Community Development Projects: A Case of Temeke District,”*** in partial fulfillment of the requirements for the Degree of Master of Project Management (MPM) of the Open University of Tanzania.

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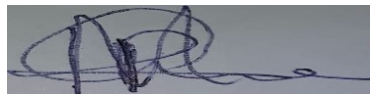
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DECLARATION

I, **Rosemary Choma**, do hereby declare that this dissertation is my own original work and that it has not been presented and will not be presented to any other University for a similar or any other degree award.



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Signature

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Date

DEDICATION

This work is dedicated to my beloved mother, Mwl Leonarda Choma, who inherited me with much intellectual abilities and perseverance spirit, and whom I love so much. I also dedicate this work to my beloved husband, my lovely son and my cousin who usually helps me in tough situations. Special dedication also go to my aunt –‘mama mkubwa’ Anunciatha Choma, who nursed, breastfed and nurtured me from the day when I was only two months old child in her orphanage, Ukwama Children’s Home, who taught me charm, love, helping others and singing soprano voice; dedication also goes to my ‘mama mdogo’ Sabina Choma who taught me art of doing domestic duties diligently; I also dedicate this work to my late uncle Jonas Choma who taught me inner politeness, humility and the spirit of great marriage and also to uncle John Choma who taught me perseverance and wisdom for life.

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ABSTRACT

This study intended to investigate the effect of Stigma on Inclusiveness of Persons with Disabilities in Community Development Project. A descriptive, case study approach was adopted as an appropriate study design. A sample of 92 employees was employed. Simple random sampling was used to select eighty (80) respondents (operational staffs) and purposive sampling was used to select six (6) respondents (the Human Resource managers) and six (6) people with disabilities. An interview was conducted to 12 respondents while self-administered questionnaire composed of closed, open-ended questions and likert scale questions were used to collect data from eighty six (86) respondents. Data were analyzed using two methods; descriptive statistics using SPSS and quotes for qualitative data. The findings indicated that there is a high level of social and physical isolation of people with disabilities, there is low level of inclusiveness of people with disabilities in community project development. It was concluded that there is unfair treatment for people with disabilities in community development projects. It was recommended that government and private sectors should treat people with disabilities fairly by doing the following: Persons with disability have to be given equal opportunities in decision making, are to be treated with greater kindness, are to be treated with greater patience, are given potential to develop their career and have unequal access to winning job interviews, are supplied with suitable sanitary facilities in the project, people with disability form part of the project management, the project buildings are favorable for people with disabilities.

TABLE OF CONTENTS

CERTIFICATION	ii
COPYRIGHT	iii
DECLARATION.....	iv
DEDICATION.....	v
ACKNOWLEDGEMENT	vi
ABSTRACT	vii
LIST OF TABLES	xii
LIST OF FIGURES	xiii
LIST OF ABBREVIATIONS	xiv
CHAPTER ONE	1
INTRODUCTION.....	1
1.1 Chapter Overview	1
1.2 Background to the Study	1
1.3 Statement of the Problem	4
1.4 Research Objectives	6
1.4.1 General Objective.....	6
1.4.2 Specific Objectives.....	6
1.5 Research Questions	7
1.6 Significance of the Study	7
1.7 Scope of the Study.....	8
1.8 Organization of the Study	8
CHAPTER TWO	10

LITERATURE REVIEW.....	10
2.1 Chapter Overview	10
2.2 Conceptual Definitions.....	10
2.2.1 Social Stigma.....	10
2.2.2 Physical Stigma	10
2.2.3 Persons with Disability.....	10
2.2.4 Community Development Project.....	11
2.3 Theoretical Literature Review.....	11
2.3.1 The Theory of Stigma-Induced Identity Threat	11
2.4 Empirical Literature Review	12
2.5 Research Gap.....	14
2.6 Conceptual Framework	15
2.6.1 Independent Variables.....	16
2.6.1.1 Social and Physical Stigma	16
2.6.2 Dependent Variable.....	16
2.6.2.1 Inclusiveness of Persons with Disabilities in Community Development Projects.....	16
CHAPTER THREE	18
RESEARCH METHODOLOGY	18
3.1 Chapter Overview	18
3.2 Research Philosophy	18
3.3 Research Design.....	18
3.4 Area of the Study.....	19
3.5 Study Population.....	20

3.6	Study Sample and Sampling Techniques	20
3.6.1	Sample Size	20
3.6.2	Sampling Technique.....	21
3.7	Data Collection Methods.....	23
3.7.1	Primary Data	23
3.7.2	Secondary Data	23
3.8	Data Collection Instruments.....	24
3.8.1	Questionnaires	24
3.8.2	Interview	24
3.8.3	Documentation	25
3.9	Data Reliability and Validity	25
3.9.1	Data Reliability	25
3.9.2	Validity.....	26
3.10	Data Analysis.....	26
3.11	Ethical Considerations.....	27
CHAPTER FOUR.....		27
RESEARCH FINDINGS AND DISCUSSION.....		27
4.1	Introduction	27
4.2	Findings.....	28
4.3	Demographic characteristics of respondents.....	28
4.3.1	Gender of Respondents	28
4.3.2	Age of Respondents	29
4.3.3	Educational Level of Respondents	30
4.3.4	Work Experience of Respondents.....	30

4.4	Knowledge about Stigma for People with Disabilities	31
4.5	Extent of Social Isolation for People with Disabilities in the Projects Development	32
4.6	Level of Physical Isolation for People with Disabilities in the Projects	33
4.7	Categories of People with Disabilities Affected by Physical Stigma in Various Community Development Projects	33
4.8	Measuring the Level of Social Inclusiveness in Projects.....	34
4.9	Measuring the Level of Physical Inclusiveness of People with Disabilities.....	35
4.10	Findings from Interview	36
CHAPTER FIVE.....		39
SUMMARY OF FINDINGS, CONCLUSION AND RECOMMENDATIONS.		39
5.1	Introduction	39
5.2	Summary of the Main Findings.....	39
5.3	Conclusion.....	40
5.4	Recommendations	40
5.5	Limitations of the Study	41
5.6	Delimitation of the Study	42
5.7	Areas for Further Research.....	42
REFERENCES.....		43
APPENDICES		47

LIST OF TABLES

Table 3.1: Sample Distributions.....	21
Table 4.1: Distribution of Respondents According to Demographic Characteristics	28
Table 4.2: Whether Respondents have Knowledge of on the Level of Stigma	31
Table 4.3: Extent of Social Isolation for People with Disabilities in the Projects	32
Table 4.4: Level of Physical Isolation for People with Disabilities in the Projects...	33
Table 4.5: Categories of People with Disabilities Affected by Physical Stigma in Various Community Development Projects	34
Table 4.6: Measuring the Level of Social Inclusiveness in Projects.....	35
Table 4.7: Measuring the Level of Physical Inclusiveness in Projects	36

LIST OF FIGURES

Figure 2.1: An Identity-threat Model of Stigma	12
Figure 2.2: Conceptual Framework.....	17

LIST OF ABBREVIATIONS

AIDs	Acquired Immunodeficiency Syndrome
CCBRT	Comprehensive Community Based Rehabilitation in Tanzania
CDP	Community Development Project
ELRA	Employment and Labour Relations Act
GDP	Gross Domestic Product
HIV	Human Immunodeficiency Viruses
ILO	International Labour Organization
LMICS	Low and Middle Income Countries
NAC	National Advisory Council
NBS	National Bureau of Statistics
PWDs	Persons with Disabilities
SPSS	Statistical Package for Social Sciences
TUICO	Tanzania Union of Industrial and Commercial
UN	United Nations
UNCRPD	United Nations Convention on the Rights of Persons with Disabilities

CHAPTER ONE

INTRODUCTION

1.1 Chapter Overview

This chapter gives the introduction to the study by describing the background information, statement of the problem, objectives of the study with both general and specific objectives as well as the research questions. It also gives the significance of the study, scope of the study and ends up with the organization of the study.

1.2 Background to the Study

Social and physical stigma is the extreme disapproval of a person or group on socially characteristic grounds that are perceived, and serve to distinguish them from other members of a society. Stigma may then be affixed to such a person, by the greater society, who differs from their cultural norms. Social and physical stigma can result from the perception of mental illness, physical disabilities, and diseases such as leprosy, illegitimacy, sexual orientation, gender identity, skin tone, education, nationality, ethnicity, religion or criminality (Philips, 2017).

According to Jacoby *et al.* (2005) stigma may also be described as a label that associates a person to a set of unwanted characteristics that form a stereotype. Once people identify and label one's differences, others will assume that is just how things are and the person will remain stigmatized until the stigmatizing attribute is undetectable. A considerable amount of generalization is required to create groups, meaning that you put someone in a general group regardless of how well they actually fit into that group.

However, the attributes that society selects differ according to time and place. What is considered out of place in one society could be the norm in another. McKeague & Lynn (2012) point out that when society categorizes individuals into certain groups the labeled person is subjected to status loss and discrimination. Society will start to form expectations about those groups once the cultural stereotype is secured. In American culture about 46 million Americans who suffer from exclusion may describe and define stigma using one of these words or phrases: hate, discrimination, prejudice, fear inducing, humiliating, and hurtful (Gluck, 2015).

Jacoby *et al.* (2005) warn that stigmatization of persons with disabilities leads to exclusion from society as a result, ostracism of persons with disabilities from developmental programs that have the intention of betterment of a person's quality of life and future. According to Philips (2017) inequalities not only lead to their exclusion and discrimination, but also combined with the general absence of social protection measures. Almost unavoidably lead persons with disabilities and their families to situations of extreme poverty, which can even result in risk to their lives. This leads to a perpetuation of exclusion and lack of access to fundamental developmental services, causing greater vulnerability and reinforcing the cycle of poverty (Amber, 2010).

The United Nation Convention on the Rights of Persons with Disabilities (UNCRPD, 2012) highlights the rights of Persons with disabilities to inclusive work and employment. By prohibiting discrimination at all stages of employment from hiring to career advancement to wage setting and promoting access to reasonable accommodations when needed, the (UNCRPD, 2012) seeks to ensure work environments are open, inclusive and accessible. With these reforms, Persons with

disabilities can be productive members of the labour force, earning livelihoods and contributing to national economic growth and development (Durie & Wilson, 2012). However, despite the potential individual and societal benefits from inclusion, exclusion of Persons with disabilities from employment remains widespread. By some estimates, 80-90% of Persons with disabilities are not participating in the labour force as well as economic development (Awan *et al.*, 2012).

Though opportunities for formal employment in many Low- and Middle-Income Countries (LMICs) are limited for all individuals, Persons with disabilities are particularly disadvantaged: in South Africa, for example, the employment rate for Persons with disabilities is less than a third of that of people without disabilities (Durie & Wilson 2012).

On the other hand, Tanzania like the developed countries, persons with disabilities represent, perhaps, one of the most deeply stigmatized groups. Exclusion of persons with disabilities from the workplace, either through discrimination or inaccessible work environments, lead to the absence of persons with disabilities in the activities and economic projects of the country's output costs Tanzania \$480 million every year 3.76% of the country's Gross Domestic Product (GDP). Persons with disabilities often live in severe poverty due to the challenge of securing a steady income amid widespread exclusion. With only 3.1% receiving income from paid employment, households headed by persons with disabilities experience greater levels of poverty (CCBRT, 2012).

The problem of stigmatization that leads to discrimination at workplace is unacceptable as it is one of the factors that undermine economic development in the Tanzanian society (ibid). According to Employment and Labor Relations Acts, of 2004 section 7 (1)(i) every employer shall ensure that he promotes an equal opportunity in employment and strives to eliminate discrimination in any employment policy or practice. According to this section it also states that it is an offence to make discrimination for person with disability in the workplace (ELR Act, 2004).

Tanzania enacted the Disabled Persons (Employment) Act (No. 2) in 1982. This act established a quota system requiring that two percent of the workforce in companies with more than 50 employees must be persons with disabilities. It also established the National Advisory Council (NAC), the role of which was to advise the minister responsible for the social welfare of Persons with disabilities (International Labour Organization, 2009).

Additionally, Persons with Disabilities Act, 2010 provides an obligation for employers to provide employment to qualified persons with disabilities; mandates the continuance of employment for workers who acquire a disability, prohibits discrimination in employment towards people with disabilities, mandates safe and accessible work environment also, requires that all employers of a workforce of 20+ must hire at least 3% employees with disabilities (Kweka, 2010).

1.3 Statement of the Problem

Despite of social and economic development in various community development projects there is exclusion of persons with disabilities from the workplace, either

through discrimination or inaccessible work environments. The absence of persons with disabilities in the activities and economic projects of the country's output costs Tanzania \$480 million every year which is equivalent to 3.76% of the country's GDP (CCBRT, 2012).

Social and physical stigma for persons with disabilities is a very serious problem in the development of any community (Kudo, 2010). Although there are persons with disabilities with high strength and talents in various disciplines such as lawyers, engineers, project consultants, and accountants' etc. there has been a negative attitude towards society about people living with disabilities in their role in various issues in the community (UNCRPD, 2012). In many areas of the Tanzanian communities there has been a perception that persons with disabilities are not able to provide for sustainable development in various projects (Edwards *et al.*, 2010).

Tanzanian government might consider engaging in increased public sensitization, especially of Tanzanian employers but also of the general public and of persons with disabilities. This will help to improve understanding of accommodations and adjustments that could ensure the inclusion of persons with disabilities in the workplace. Worldwide, it has been noted that, "stereotypes and urban myths surrounding absenteeism, productivity rates, learning ability, workplace injury rates, and the added costs of employing someone with a disability create false barriers to employment (Edwards *et al.*, 2010). In this case social and physical stigma lead to a negative impact on exclusion of persons with disabilities participating in projects and leading to lack of sustainable projects because of their lack of contribution to those who have great potential and high-quality skills and knowledge (Kudo, 2010).

Many people in the community do not involve persons with disabilities because of believing that they cannot work anymore (Edwards *et al.*, 2010). They also threaten to oppress and deprive them of moving any grades or positions in the community, especially in the workplace, so that even a big thing being done by a person with a disability will appear to be easy and probably a person with disabilities has managed. The situation makes a person with disabilities unable to demonstrate their ability to work and lead to a sense of inferiority (Durie & Wilson, 2012).

Some employers worry that if they were to hire persons with disabilities, those employees would not be as productive in the workplace as employees without disabilities. They also do worry that, unlike non-disabled employees, employees with disabilities would need ongoing workplace supervision and support (Kweka, 2010). It is because of these facts that this study aims at examining the effects of social and physical stigma on inclusiveness of people with disabilities on community development projects.

1.4 Research Objectives

This study has two objectives, i.e. general objective and specific objectives.

1.4.1 General Objective

To examine the effect of social and physical stigma on inclusiveness of people with disabilities in community development projects, a case of Temeke District.

1.4.2 Specific Objectives

- (i) To assess the level of social stigma for persons living with disabilities in community development projects.

- (ii) To assess the level of physical stigma for persons living with disabilities in the community development projects
- (iii) To identify the measures that should be taken to overcome the challenge of stigma on the inclusiveness of persons with disabilities in community development projects.

1.5 Research Questions

- (i) What is the level of social stigma for persons living with disabilities in the community development projects?
- (ii) What is the level of physical stigma for persons living with disabilities in the community development projects?
- (iii) What are the measures that should be taken to overcome the challenge of stigma on the inclusiveness of people with disabilities in community development projects?

1.6 Significance of the Study

The findings of this study will help to understand the level of social and physical stigma for persons living with disabilities in the community development projects. In other words, this research will help the society understand the magnitude of social and physical stigma on persons living with disabilities in the community development projects.

The findings of the study will help the society to know the groups of persons living with disabilities in different development projects as well as in the work place that are mostly affected by social and physical stigma. This implies that, this study will help the society

to understand the groups of persons with disability that are more displaced from the workplace and the economic development projects.

Also, this study will result in understanding the effects of social and physical stigma for persons living with disabilities in community development projects, especially by recognizing the significant contributions made by persons with disabilities in community development projects.

Finally, this study will be able to recommend some measures that should be taken by different social groups in order to overcome the problems of social and physical stigma for persons living with disabilities in community development projects. Also the study will help the researcher to fulfill requirement for the Master of Project Management degree.

1.7 Scope of the Study

This study focused on the effect of social and physical stigma on inclusiveness of persons with disabilities in community development projects. This study title case identifies that independent variables are social and physical stigma. Whereas dependent variable is inclusiveness of persons with disabilities in the community development projects. This study assessed if social and physical stigma on persons living with disabilities have effect on inclusiveness community development projects. This study was conducted in Temeke District.

1.8 Organization of the Study

This study is composed of five chapters as follow; Chapter One presents the background of the study; statement of the problem; objective of the study; research questions,

significance of the study, scope of the study and limitations of the study. Chapter two provides literature review including definition of key terms, theoretical review, empirical literature review, research gap and conceptual framework. Chapter three give elaboration on the proposed research methodology. Chapter four provides data analysis and discussion of findings. Finally chapter five a research provides a summary, conclusions and recommendations.

CHAPTER TWO

LITERATURE REVIEW

2.1 Chapter Overview

This chapter consists of conceptual definitions, theoretical and empirical literature reviews, research gap, and conceptual and theoretical framework.

2.2 Conceptual Definitions

2.2.1 Social Stigma

Goffman & Erving (2009) define social stigma as the disapproval of, or discrimination against, a person based on perceivable social characteristics that serve to distinguish them from other members of a society. Social stigmas are commonly related to culture, gender, race, intelligence and health.

2.2.2 Physical Stigma

According to Jacoby *et al.* (2005) physical/social stigma may also be described as a label that associates a person to a set of unwanted characteristics that form a stereotype. It is also affixed. Once people identify and label one's differences, others will assume that is just how things are and the person will remain stigmatized until the stigmatizing attribute is undetectable. A considerable amount of generalization is required to create groups, meaning that people will put someone in a general group regardless of how well the person actually fits into that group.

2.2.3 Persons with Disability

The United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) (2006) in Article 1 states that people with disabilities (PWDs) include those who have

long-term physical, mental, intellectual or sensory impairments, which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.

2.2.4 Community Development Project

United Nations (2014) describes community development as a process where community members come together to take collective action and generate solutions to common problems. It is a broad concept, applied to the practices of civic leaders, activists, involved citizens, and professionals to improve various aspects of communities, typically aiming to build stronger and more resilient local communities. Rhonda (2009) argues that community development project is a new experiment in the development and planning activities of the world. Such projects have been specifically launched only in Asian countries. It is an experiment, intended at fulfilling the various needs of the village society and also making them self-dependent.

2.3 Theoretical Literature Review

2.3.1 The Theory of Stigma-Induced Identity Threat

The theory of Stigma-Induced Identity Threat was introduced by Major and O'Brien, (2005). This theory assumes that possessing a consensually devalued social identity (a stigma) increases one's exposure to potentially stressful (identity-threatening) situations. Collective representations (box A), immediate situational cues (box B), and personal characteristics (box C) affect people's appraisals of the significance of those situations for their well-being. Identity threat (box D) results when an individual appraises the demands imposed by a stigma-relevant stressor as potentially harmful to his or her social identity, and as exceeding his or her resources to cope with those

demands. Responses to identity threat can be involuntary (e.g., anxiety, increased vigilance, and working memory load) (box E) or voluntary (e.g., coping efforts; box F). Involuntary stress responses are emotional, cognitive, physiological, and behavioral responses that do not serve to regulate or modify stressful experiences. Voluntary responses, or coping, refer to conscious, volitional efforts to regulate emotion, cognition, behavior, physiology, and the environment in response to events or circumstances appraised as stressful (Compas et al., 1999). Both involuntary and voluntary responses can be distinguished from the outcomes of those responses, such as self-esteem, academic achievement, and health (box G).

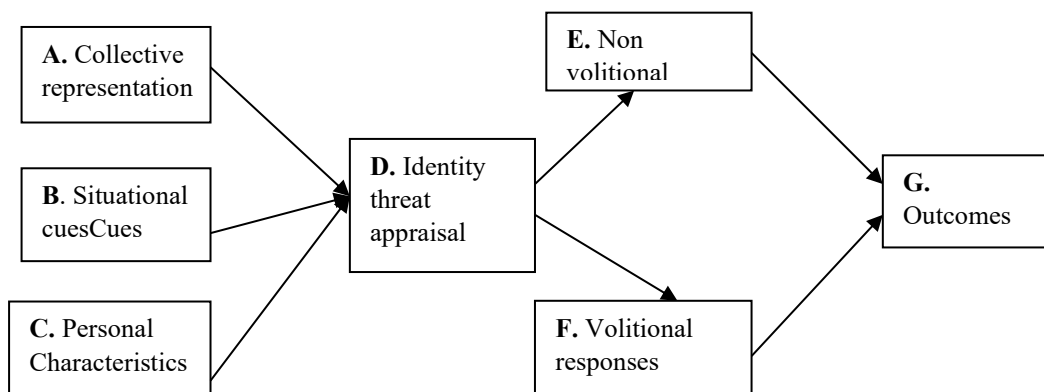


Figure 2.1: An Identity-threat Model of Stigma

Source: Major and O'Brien (2005)

2.4 Empirical Literature Review

Sabbe (2012) conducted a research of World Report on Disability. The unemployment rate among persons with disabilities is twice the level of the non-disabled population in developed countries, while in developing countries more than 80% of persons with disabilities are estimated to be underemployed. Major contributing factors include ignorance and failure to provide reasonable accommodations that would allow qualified individuals to perform the essential functions of their job. Persons with disabilities face

stereotypes, marginalization and often patronizing responses from managers, colleagues and employers.

McKeever (2010) conducted a research on stigma for persons with disabilities and access to employment and program activities. Stigma has the negative impact of leaving persons with disabilities facing such stigma excluded from their own community and economic projects. This also can leave such groups of persons marginalized and more vulnerable to the effects of inaccessibility of employment opportunities. It also has an effect of discouraging and eventually stopping individuals with ability from seeking and attaining jobs they are qualified to do. Means to earn a livelihood makes such persons increasingly dependent on state benefits or on their families.

Walker (2013) conducted a research on changing community attitudes toward greater inclusion of persons with disabilities. The finding showing that stigma has been described as one of the most disabling factors for persons with disabilities in access to employment. Stigmatization of persons with disabilities has the potential to seriously negatively affect the individual's quality of life. According to his research it indicate that approximately (18%) percent of Australians report having a disability. This group is also significantly less likely to participate in the workforce than the general population, contributing to greater economic and social disadvantage.

Turnbull (2011) conducted a study that examined the integration of persons with disabilities and the employers understanding of the national disability employment laws in companies represented by a trade union known as TUICO in Dar es Salaam. The study provided findings showing that respondents with disabilities perceived that

employers still discriminate them against basis of their disabilities. The study further revealed that despite the fact that a persons with a disability may be well-educated and well-qualified to secure a certain job, employers will still favor non-disabled candidate.

Thus employment is a big problem even for those with education. Persons with disabilities hesitate to opt for certain professions such as law, because they are of the opinion that they would not secure employment after the training. The author has tried to show the challenges facing disabled people in the field of employment, in connection with this study he intended to inform employers of their obligations to employ persons with disabilities and encourage proper implementation of the existing national disability policy and legislation in order to guarantee full recognition of the rights of persons with disabilities in securing employment in Tanzania (Turnbull, 2011).

2.5 Research Gap

Many studies that have been done on social and physical stigma on persons with disabilities do not focus much on the inclusiveness in the community development projects. They focus on access to employment. For instance McKeever (2010) conducted a research on social and physical stigma for persons with disabilities and access to employment. The study show that stigma has the negative impacts of leaving persons with disabilities facing such stigma excluded from their own community and economic project. According to his research there is a research gap on the effects of social and physical stigma on inclusiveness of person with disabilities in community development projects. A research does not show the impacts led to exclusion of person with disabilities in community development projects. In addition, most of the investigations done by other researchers did not fill the gap of on effects of social and

physical stigma in exclusion of persons living with disabilities in community development projects.

2.6 Conceptual Framework

Conceptual framework is a network or a plane of interlinked concepts that provide a comprehensive understanding of a phenomenon. The concepts that constitute a conceptual framework support one another, articulate their respective phenomena, and establishes a framework specific philosophy (Jabareen,2009).

Ravitch & Riggan (2012) view conceptual framework as an argument as why one wishes to study topic matters, why the means proposed to study it are appropriate and rigor. In this sense conceptual framework is a guide for empirical research, situating specific questions in and strategies for exploring. In other hand conceptual framework explains independent variables and dependent variable that cause relationship on each other. This study identified independent variable be social and physical stigma for persons living with disabilities and dependent variables was projects inclusiveness of persons with disabilities in community development projects. Therefore social and physical stigma on persons living with disabilities affect projects inclusiveness of person living with disabilities community development.

The following are the elaborations between independent variables and dependent variable of the conceptual model.

2.6.1 Independent Variables

2.6.1.1 Social and Physical Stigma

Social and physical stigma is the disapproval of or discrimination against a person based on perceivable social characteristics that serve to distinguish them from other members of a society. Social and physical stigmas are commonly related to culture, gender, race, intelligence and health (Goffman, 2009). McKeever (2010) good example of such stigma would be the albino race; a hereditary condition caused by the lack of pigmentation melanin, which leaves the skin whiter. As like black and other ethnic minorities may experience some form of stigmatization within their lifetime. Albinos, just like many other races may usually find it difficult, living within society. Sadly, albinism in Africa for instance is widely regarded as a form of deformity, for reasons that are non-explanatory.

ILO (2014) including persons with disabilities and accommodating their disability-related needs are important moves for companies in terms of talent resourcing and social responsibility. Managers are well aware of the importance of disability inclusion for their business success but might still have questions on how initiatives can be implemented successfully.

2.6.2 Dependent Variable

2.6.2.1 Inclusiveness of Persons with Disabilities in Community Development

Projects

Korpinen (2012) posits that women and men with disabilities can and want to be productive members of the society. In both developed and developing countries, promoting more inclusive societies and employment opportunities for people with

disabilities requires improved access to basic education, vocational training relevant to labour market needs and jobs suited to their skills, interests and abilities, with adaptations as needed. Many societies are also recognizing the need to dismantle other barriers - making the physical environment more accessible, providing information in a variety of formats, and challenging attitudes and mistaken assumptions about people with disabilities.

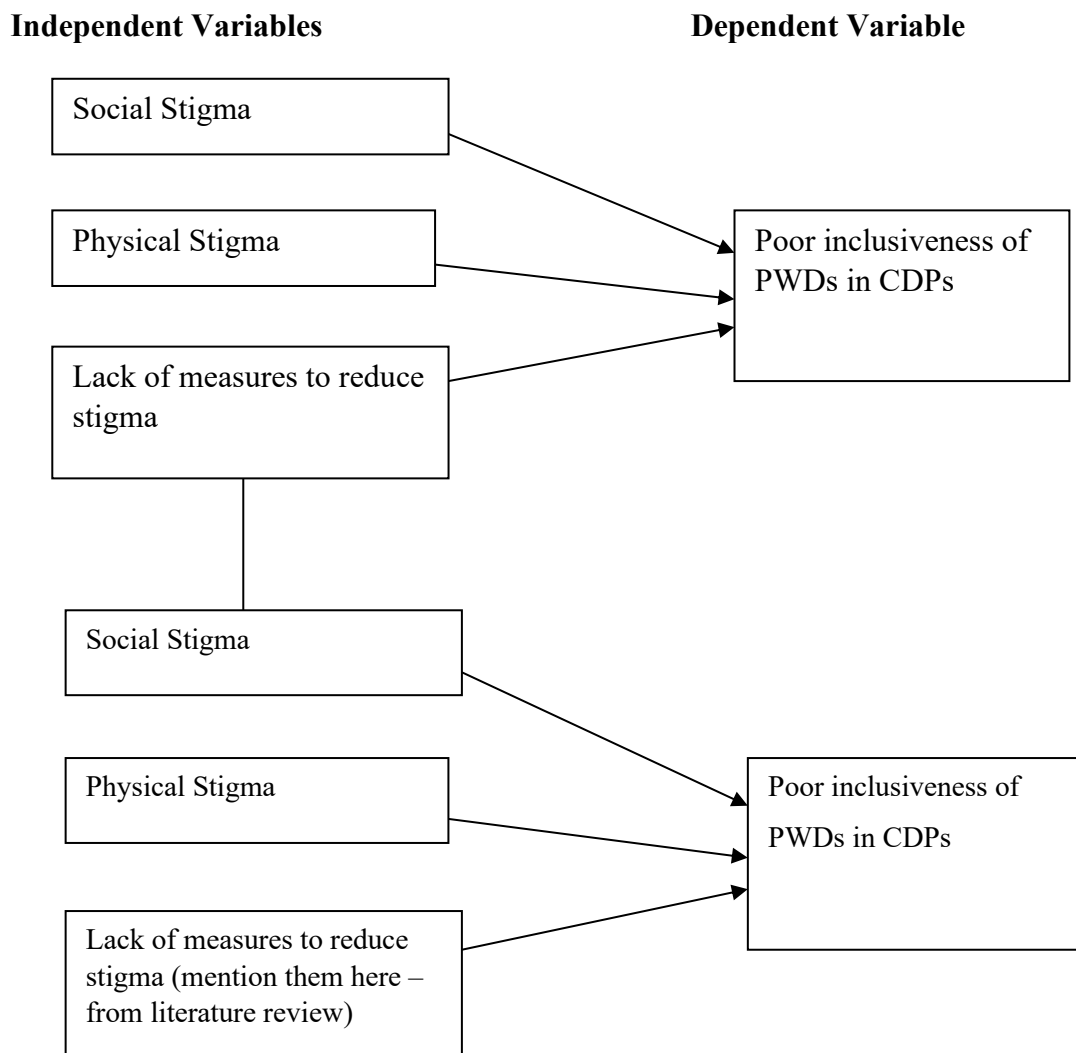


Figure 2.2: Conceptual Framework

Source: Developed by Researcher from Literature Review (2019)

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Chapter Overview

Research methodology refers to a systematic way applying to solve the research problem (Kothari, 2008). This chapter discusses the research design, areas upon which the research was conducted, population of the study, sample size and sampling techniques used, methods and instruments for data collection and techniques for data analysis and presentation. The chapter also provides reasons as to why a particular method of research, sampling, data collection and data analysis was chosen and ends up by looking at research ethics employed.

3.2 Research Philosophy

According to Bajpai (2011) research philosophy deals with the source, nature and development of knowledge. In simple terms, a research philosophy is belief about the ways in which data about a phenomenon should be collected, analyzed and used. Saunders *et al.* (2012) argue that the choice between positivist and interpretivist research philosophies or between quantitative and qualitative research methods has traditionally represented a major point of debate. However, the latest developments in the practice of conducting studies have increased the popularity of pragmatism and realism philosophies as well.

3.3 Research Design

Kombo and Tromp (2009) define research design as the glue that holds all the elements in the research project together. It holds all the elements in the research project. It is the

structure of research. Research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with the economy in producer (Kothari, 2008). This study used a descriptive research design. This is because descriptive studies are concerned with specific predictions, narrations of facts and characteristics concerning individuals, groups or situations.

Therefore, this study adhered to the descriptive research design because the aim of the study was to examine the effect of social and physical stigma on inclusiveness of people with disabilities in community development projects, and get an insight to an unknown phenomenon that is the effect of social and physical stigma on inclusiveness of people with disabilities in community development projects. A case study strategy was used to examine the effect of social and physical stigma on inclusiveness of people with disabilities in community development projects at Temeke District.

3.4 Area of the Study

According to the Business Dictionary (2013) study area is the field of the research and a scholarship pertaining to particular geographical national or cultural regions, typical area study programs involves history political science, languages, literature and related disciplines. Therefore, this study was conducted in Temeke District. Temeke District is a district in southern Dar es Salaam, Tanzania, with Kinondoni to the far north of the city, and Ilala in the downtown of Dar es Salaam. To the East is the Indian Ocean and to the south and west is the coastal region of Tanzania. The aim of choosing this district is due to availability of targeted respondents who have better knowledge and experience in social and physical stigma in relation to the inclusiveness in community development projects. Also, that is district has numbers private and government institutions that

employ staff with disabilities in different fields. Thus, it is easy to obtain accurate and reliable information from the workplace provided in this district.

3.5 Study Population

Population is an entire group of individuals, events or objects having common observable characteristics (Thomas, 2003). The total population of this study covered the overall total population of 120 people obtained in Temeke. This research covered a population of people from three private organizations and three government institutions conducting projects. Each organization or institution covered 20 people making a total of 120 people in a target population.

3.6 Study Sample and Sampling Techniques

Generally it is not easy to study the whole population; therefore, the researcher determined the number of necessary sample to include in the study.

3.6.1 Sample Size

Saunders *et al.* (2012) defined sample as a subgroup of a particular population. The researcher used sampling because it condenses time and cost consuming as the field research was conducted for more than one month. The researcher cannot cover the entire population of the study; considering some other challenging factors such as cost, time and transport, altogether pushes a researcher to have the size of the respondents. Few respondents were selected according to area and nature of topic or a portion of people drawn from a large population which uses representative of the population only if it has the same basic characteristics of the population from which is drawn.

A sample is a unit which is derived from the population during the study.

A simplified formula of Yamane was used for calculation of the required sample size as it clearly stated in Israel (1992) and Yomane 1997).

Here is a formula:
$$n = \frac{N}{1+N(e)^2}$$

Where; n: is the sample size, N: is the population size, e: is the level of precision, sometimes called sampling error or margin of error.

So far, N=120, e =.05.

$$\therefore n = \frac{120}{1 + 120(0.05)^2} = 92 \text{ respondents}$$

Therefore sample of this study is 92 respondents and Table 3.2 indicates the sample distribution based on their proportion in the population.

3.6.2 Sampling Technique

Sampling involves selecting units of analysis which is referred to as the individual case or group of cases that the researcher wants to express something about when completed and is therefore the focus of all data collection efforts (Tashakkori and Teddlie, 2009). Sampling is done due to constraints of time, money and accessibility of data to the entire population (Cohen, *et al.*, 2007). According to Barbie (2004) sampling is a procedure whereby the researcher used to gather people, place or things to the study.

Table 3.1: Sample Distributions

Type of respondent	Target population	Sample size	Sampling technique	Data collection tool
Human Resource manager	8	6	Purposive sampling	Semi-structured interview

People with disability	8	6	Purposive sampling	Semi-structured Interview and questionnaire
Operational staff	26	20	Simple random sampling	Questionnaires
Administrative staff	26	20	Simple random sampling	Questionnaires
Technical staff	26	20	Simple random sampling	Questionnaires
Non specific job staff	26	20	Simple random sampling	Questionnaires
Total	120	92		

Source: Researcher (2019)

This research employed both probability and non-probability sampling. According to Kabir (2016) probability sampling is also known as random sampling or chance sampling. In this study probability sampling involved stratified sampling because the sample was not homogeneous. Within the stratum, simple random sampling was used. This sample one (1) human resource manager from each organization and institution making a total of six (6) respondents who responded to interview questions, operation staff, administrative staff and non specific job staff from those organizations and institutions making a total of eight (80) respondents who answered questionnaire questions plus one person with disability from each organization and institution who responded to questionnaire and interview questions. In selecting these 80 respondents simple random sampling was used. The aim of using simple random sampling was to make sure that each member within the population had equal chance of been chosen. On the other side non-probability sampling was also used. The researcher used purposive sampling. Purposive sampling was used to select one human resource manager from each private organization and each government institution. Also

purposive technique was used to select each six (6) people with disability from each organization/institution selected who responded to questionnaire and interview questions regarding the effects of stigma on inclusiveness of persons with disabilities in community development projects. This method was deliberately chosen for intended special group of people who were among the top management for the aim of getting reliable information about the effects of stigma on inclusiveness of persons with disabilities in community development projects. These respondents were selected purposively because they hold specific positions dealing with recruitment of staff who deals with projects in their organization/institutions.

3.7 Data Collection Methods

The researcher used both primary and secondary data collection methods in order to counterbalance shortcomings from each technique (Saunders *et al.*, 2012). The aim was to use multiple methods in collecting data (triangulation) so as to ensure validity of data because one method complemented the other (Saunders *et al.*, 2012).

3.7.1 Primary Data

Primary data refers to the information collected afresh and for the first time and thus happen to be original in character. They are named primary because they are unsullied and have not been manipulated by any other person (Kothari, 2008). The researcher collected data from various stakeholders in the community projects including employees and human resource managers.

3.7.2 Secondary Data

Secondary sources contained data, which have been collected and compiled for several purposes. It contained some of the data collected and compiled by organizations and

may include details on the minutes of meetings, newspapers, journals and textbooks (Saunders et al, 2012). In this study the researcher collected secondary data from files, organization/institution reports (2017 and 2018), books, journals and where necessary, internet.

3.8 Data Collection Instruments

The researcher used three types of data collection tools.

3.8.1 Questionnaires

Questionnaire refers to questions printed or typed in a definite order on a form or set of forms, the respondents have to answer the questions on their own (Kothari, 2008). The researcher employed self-administered semi-structured questionnaire with open and close-ended questions. Self-administered questionnaires were distributed to eighty six (86) respondents who filled them and the researcher administered them. This study employed semi-structured questionnaire with open-ended questions and some with close-ended questions and some likert scale questions.

3.8.2 Interview

Interview is a set of questions administered through oral or verbal communication between the researcher and the interviewee respondent (Kothari, 2008). In this study, the researcher employed semi-structured interviews to collect data from the six (6) respondents (human resource managers) and six (6) respondents (people with disabilities). Each category responded to specific interview guide questions. For simplicity, the researcher prepared interview schedule and asked questions in the same order to each participant.

3.8.3 Documentation

Documentation is one of the techniques, which are used to obtain various information from various literature including books, journals, research papers and other documentary source relating to a certain field of study. Normally documentation helps to gather qualitative data and measure the consistency of information obtained through other techniques (Kothari, 2008). In this study the researcher used reports of employees, human resource files, department reports present from each organization/institution. The researcher also employed other documents from libraries of Open University of Tanzania (OUT), UDSM library and other relevant materials from internet that had relevant information to the study.

3.9 Data Reliability and Validity

Reliability and validity tests were employed to test the research instruments.

3.9.1 Data Reliability

Reliability refers to the consistence, stability, or dependability of the data. The reliability of an instrument is increased by identifying the precise data needed and repeated use of the instrument in field testing (Kothari, 2008). In order to ascertain reliability of this study a pilot study was conducted to some of the organization/institution. In order to ascertain reliability of the study, a pilot study was conducted whereby questionnaires were distributed to 5 respondents in order to identify questions that might be unclear or ambiguous to them. The pilot study also helped the researcher to identify any non-verbal behaviour of respondents that could have possibly shown discomfort or embarrassment about the content or wording. The questions that

gave ambiguous answers were revised and formatted again so that they gave reliable answers during the final process of data collection.

3.9.2 Validity

Validity refers to the extent to which a measurement does what it is supposed to do (Kothari, 2008). If a measurement is valid, it is also reliable but if is reliable, it may or may not be valid. In this study data was checked for its accuracy to make sure that they gave valid results. To make the data collection instruments, which in this case were questionnaires, valid and worth, twenty questionnaires were distributed to five respondents. The pre-test aimed at testing understandability of the questions presented in the questionnaires. As regards external validity the researcher assumed and believed that each respondent chosen had rich information. The researcher also explained the purpose of the exercise.

3.10 Data Analysis

Singh (2007) this is the type of research whereby data gathered is categorized in themes and sub-themes so as to be able to be comparable. The main advantage of content analysis is that it helps data collected being reduced and simplified; while at the same time producing results that may be measured using qualitative techniques. Moreover, content analysis gives the ability to researchers to structure the qualitative data collected in a way that satisfies the accomplishment of research objectives. Both, qualitative and quantitative approach was used during data analysis process. Statistical Package for Social Sciences (SPSS) was used in data analysis.

3.11 Ethical Considerations

For ethical requirements in the conduct of the study respondents were duly informed of the fact that the study was for academic purpose and that they were under no compulsion to respond to the questionnaire. The respondents were asked to participate voluntarily whilst assuring them of anonymity and confidentiality on the information given. In order to avoid plagiarism, all sources of information were duly acknowledged.

CHAPTER FOUR

RESEARCH FINDINGS AND DISCUSSION

4.1 Introduction

This chapter presents the findings of the study. It starts by explaining the general characteristics and profile of the respondents by gender, age, job position of the respondents. Also it summarizes the statistical results of respondents. It also looks at

general observation. The arrangement of this chapter is in three sections: the introduction, followed findings based on study objectives and lastly conclusion.

4.2 Findings

The study was guided by these objectives: to assess the level of social stigma for persons living with disabilities in community development projects, to assess the level of physical stigma for persons living with disabilities in the community development projects, to identify the measures that should be taken to overcome the challenge of stigma on the inclusiveness of persons with disabilities in community development projects. Findings are as follows:

4.3 Demographic characteristics of respondents

The demographic characteristics of the respondents assessed by the study include age, sex, educational level and job experience. The descriptions of respondents' demographic characteristics appear in the following sections 4.3.1, 4.3.2, 4.3.3 and 4.3.4.

4.3.1 Gender of Respondents

Question one (i) required the respondents to indicate their gender. Table 4.1 present responses received to this question.

Table 4.1: Distribution of Respondents According to Demographic Characteristics

Variable	Frequency	Percent
Sex		
Male	54	62.7
Female	32	37.3

Age		
Below 25 years	10	11.6
26– 35 years	45	52.3
36- 45 years	25	29.2
Above 45 years	6	6.9
Educational level		
Ordinary level	7	8.1
Advanced level	9	10.4
Diploma	24	27.9
First degree	34	39.5
Master degree	10	11.6
PhD	2	2.3
Work experience		
1 - 5 years	49	56.9
6 – 10 years	22	25.5
11 – 15 years	9	10.4
Above 15 years	6	6.9

Source: Field data, 2019

From Table 4.1 it can be seen that males (62.7%) differ from females (37.3%) by big percentage (25 %). This shows that there are no gender balance considerations in recruitment at the institutions and organizations selected. This might be due to the project requirements that need more males than females assuming that they are masculine as compared to females when it comes to project implementation.

4.3.2 Age of Respondents

Question one (ii) required the respondents to indicate their age. Table 4.1 present responses from respondents.

In order to assess the opinion of respondents on the effect of stigma on inclusiveness of

persons with disabilities in community development projects in Tanzania the study looked at the age of respondents. According to the findings, ten respondents (11.6%) were below 25 year of age. Forty five respondents (52.3%) were at the age of 26-35 years. Twenty five respondents (29.2%) were at the age of 36-45 years, and six respondents (6.9%) were at the age of above forty five years of age. This means that most of the manpower of institutions and organizations conducting projects which were selected for this study is at the age of between 26 and 35 years of age. It is an indication that these organizations/institutions recruits young people within the active age and energetic so as to enhance high productivity.

4.3.3 Educational Level of Respondents

From Table 4.1, thirty four respondents (39.5%) had bachelor degree; twenty four respondents (27.9%) had diploma education, ten respondents (11.6%) had Mater degree, nine respondents (10.4%) had A-level education, two respondents (2.3%) had PhD education. The findings further showed that respondents with O-level education were seven (8.1%). The staffs have minimum qualifications for different post at the selected institutions/organizations. This indicates that, most of the employees of these institutions/organizations have a formal education hence were able to read and understood the questionnaires enabling them to provide their understanding of the concept of social stigma.

4.3.4 Work Experience of Respondents

Question one (iv) in the questionnaire required the respondents to indicate how long had they be working with their organizations/institutions. Results from Table 4.1 shows that forty nine respondents (56.9%) had between one and five years of working

experience at their institution/organization; twenty two respondents (25.5%) had between six and ten years of working experience, nine respondents (10.4%) had between eleven and fifteen years of working experience. The findings further showed that six respondents (6.9%) had working experience of more than fifteen years. This indicates that, most of the employees had a short period of time working with their institutions/organizations.

4.4 Knowledge about Stigma for People with Disabilities

Question two in the questionnaire required the respondents to indicate whether they are aware of the level of stigma for persons with disabilities and community development projects. The finding is indicated in table 4.2. From table 4.2 it was indicated that fifty two respondents (60.5%) know the level of stigma for persons with disabilities and community development projects as they said yes, twenty six respondents (30.2%) indicated to have no knowledge about stigma for people with disabilities since they said NO, and 15% (9) said they don't know.

Table 4.2: Whether Respondents have Knowledge of on the Level of Stigma

Response	Number of Respondents (N)	Percentage (%)
YES	52	60.5
NO	26	30.2
I don't know	8	9.3
Total	86	100

Source: Field Data

This indicates that most of the staffs in projects development are aware of stigma for people with disabilities in community development projects. This means since there is awareness, what is needed is proper policy.

4.5 Extent of Social Isolation for People with Disabilities in the Projects

Development

Question three in the questionnaire required the respondents to indicate the extent of social isolation of people with disabilities from project development. Table 4.3 indicates the extent of isolation.

Table 4.3: Extent of Social Isolation for People with Disabilities in the Projects

Response	Number of Respondents (N)	Percentage (%)
Low Level	20	23.3
Medium Level	15	17.4
High level	43	50
Not at all	2	2.4
I don't know	6	6.9
Total	86	100

Source: Field Data

From Table 4.3 it was indicated that forty three respondents (50%) know that people with disability are socially isolated from project development is at high level, twenty respondents (23.3%) indicated that social isolation is at low level, fifteen respondents (17.4%) indicated a medium level of socialisolation. Just few shown to have no aware of the social isolation. High level of social isolation is shown to be a major finding indicating that people in community are to be educated so as not to isolate their fellow people with disabilities when dealing with projects.

4.6 Level of Physical Isolation for People with Disabilities in the Projects

Question four in the questionnaire required the respondents to indicate the level of physical isolation of people with disabilities from project development. Table 4.4 indicates the extent of isolation

Table 4.4: Level of Physical Isolation for People with Disabilities in the Projects

Response	Number of Respondents (N)	Percentage (%)
Low Level	18	20.9
Medium Level	15	17.4
High level	47	54.7
Not at all	2	2.3
I don't know	4	4.7
Total	86	100

Source: Field Data

From Table 4.4 it was indicated that forty seven respondents (54.7%) are aware of high level of physical isolation of people with disability from project development. Eighteen respondents (20.9%) indicated that physical isolation is at low rate. Fifteen respondents (17.4%) indicated a medium level of physical isolation. Just few shown to have no idea about the isolation. High rate of physical isolation is shown to be a major finding indicating that people with disabilities are physically isolated from community project development.

4.7 Categories of People with Disabilities Affected by Physical Stigma in Various Community Development Projects

Question six in the questionnaire required the respondents to indicate the categories of people with disabilities affected by physical stigma in various community development projects. Table 4.4 indicates the categories as perceived by respondents.

Table 4.5: Categories of People with Disabilities Affected by Physical Stigma in Various Community Development Projects

Response	Number of Respondents (N)	Percentage (%)
Vision Impairment	13	15.1
Deaf or hard of hearing	12	13.9
Mental health conditions	13	15.1
Intellectual disability	13	15.1
Acquired brain injury	12	13.9
Autism spectrum disorder	12	13.9
Physical disability	11	13
Others	0	0
Total	86	100

Source: Field Data

From Table 4.5 it was indicated that almost each category is affected by physical stigma in various Community Development Projects as the percentages perceived by categories vary very slightly.

4.8 Measuring the Level of Social Inclusiveness in Projects

Question seven in the questionnaire required the respondents to indicate their agreement or disagreement of some statements regarding the measuring of the level of social inclusiveness of people with disability in community development projects. Table 4.6 indicates the response from respondents to such statements.

Table 4.6: Measuring the Level of Social Inclusiveness in Projects

S/N	Measuring the level of social inclusiveness in projects	Scale				
		SD	D	N	A	SA
1.	Persons with disability are given equal opportunities in decision making	20(23.2%)	34(39.5%)	6(6.9%)	16(18.6%)	10(11.6%)
2.	Persons with disability are treated with greater kindness	19 (22.1%)	36(41.8%)	5(5.8%)	14(16.3%)	12(13.9%)
3.	People with disability are treated with greater patience	20(23.2%)	35(40.6%)	4(4.6%)	16(18.6%)	11(12.7%)
4.	People with disability are have the potential to develop their career	26(30.2%)	37(43.0%)	6(6.9%)	8(9.3%)	9(10.5%)
5.	People with disability have equal access to winning job interviews	19 (22.1%)	38(44.1%)	7(8.1%)	14(16.3%)	8(9.3%)

Source: Field Data

From Table 4.6 it was indicated that the level of inclusiveness of people with disability in community development projects is low in various community development projects as the high percentages of respondents disagreed or strongly disagreed the statements in table 4.6. This indicates that persons with disability are not given equal opportunities in decision making, are not treated with greater kindness, are not treated with greater patience, have no potential to develop their career and have unequal access to winning job interviews.

4.9 Measuring the Level of Physical Inclusiveness of People with Disabilities

Question eight in the questionnaire required the respondents to indicate their agreement or disagreement of some statements regarding the measuring of the level of physical inclusiveness of people with disability in community development projects. Table 4.7 indicates the response from respondents to such statements.

Table 4.7: Measuring the Level of Physical Inclusiveness in Projects

S/N	Measuring the level of physical inclusiveness in projects	Scale				
		SD	D	N	A	SA
1.	Sanitary facilities in the project are suitable for people with disability	18 (20.9%)	37(43.2%)	5(5.8%)	14(16.3%)	12(13.9%)
2.	People with disability form part of the project management	19(22.1%)	36(41.8%)	4(4.6%)	16(18.6%)	11(12.7%)
3.	Transport facilities are suitable for people with disabilities	26(30.2%)	37(43.0%)	6(6.9%)	8(9.3%)	9(10.5%)
4.	The project buildings a favorable for people with disabilities	18 (20.9%)	39(45.3%)	7(8.1%)	14(16.3%)	8(9.3%)

Source: Field Data

From Table 4.7 it was indicated that the level of physical inclusiveness of people with disability in community development projects is low in various community development projects as the high percentages of respondents disagreed or strongly disagreed the statements in Table 4.7. This indicates that persons with disability are not supplied with suitable sanitary facilities in the project, people with disability do not form part of the project management, the project buildings are not favorable for people with disabilities.

4.10 Findings from Interview

One of the interview questions wanted to establish whether the respondent have any knowledge about the level of stigma on persons with disabilities and community development projects. In answering to this question one of the respondents said:

“Yes I do understand the level of stigma on persons with disabilities. In our organization the level of inclusion is low because when recruiting we don’t find a person with qualification we are looking for. When it happens that someone with disability have required qualification the first priority goes to him/her.”

Question two of the interview questions wanted to establish whether the respondent have any knowledge about the level of social stigma on persons with disabilities and community development projects. In answering to this question one of the respondents said:

“Our policy allows recruiting people with disabilities. Persons with disability are treated with greater kindness; people with disability are treated with greater patience People with the qualifications are recruited. Most of the candidates we recruit from people with disabilities are limited when we regard qualification.”

Question three of the interview questions wanted to establish whether the respondent have any knowledge about the level of physical stigma on persons with disabilities and community development projects. In answering to this question one of the respondents said:

Question four wanted to establish what should be done in order to overcome the problems of social stigma on persons living with disabilities in relation to inclusiveness in community development projects. In responding to this question one of the respondents said:

“The following should be done to overcome the problem of social stigma on persons living with disabilities in relation to inclusiveness in community development projects. Persons with disability are supposed to be given equal opportunities in decision making. Persons with disability are supposed to be treated with greater kindness .People with disability are supposed to be treated with greater patience. People with disability have to be given chance to develop their career. People with disability have to be given equal access to win job interviews.”

Question five wanted to establish what should be done in order to overcome the problems of physical stigma on persons living with disabilities in relation to inclusiveness in community development projects. In responding to this question one of the respondents said:

“The following should be done to overcome the problem of physical stigma on persons living with disabilities in relation to inclusiveness in community development projects. Each organization should make sure that sanitary facilities in the project are suitable for people with disability. People with disability are supposed to form part of the project management. Each organization should make sure that transport facilities are suitable for people with disabilities and the project buildings are supposed to be built in such a way that they are favorable for people with disabilities”

CHAPTER FIVE

SUMMARY OF FINDINGS, CONCLUSION AND RECOMMENDATIONS

5.1 Introduction

This chapter presents the summary of main findings, conclusion, recommendations and areas for further study.

5.2 Summary of the Main Findings

The study investigated the effect of social and physical stigma on inclusiveness of persons with disabilities in community development projects. The specific objectives were: to assess the level of social stigma for persons living with disabilities in community development projects, to assess the level of physical stigma for persons living with disabilities in the community development projects, to identify the measures that should be taken to overcome the challenge of stigma on the inclusiveness of persons with disabilities in community development projects.

This indicates that most of the staffs in projects development are aware of stigma for people with disabilities in community development projects. Furthermore, the findings indicated that there is high level of social and physical isolation of people with disabilities in community development projects. This is an indication that education is needed so that people in community do not isolate their fellow people with disabilities when dealing with projects. Also, findings indicated that almost each category of people with disability is affected by physicalstigma in various Community Development Projects. Persons with disability are not given equal opportunities in decision making, are not treated with greater kindness, are not treated with greater patience, have no

potential to develop their career and have unequal access to winning job interviews. Moreover, persons with disability are not supplied with suitable sanitary facilities in the project, people with disability do not form part of the project management, the project buildings are not favorable for people with disabilities.

5.3 Conclusion

It was concluded that there is awareness of stigma for people with disabilities in community development projects among the staffs in projects development for organizations and institutions. There is higher level of social and physical isolation of people with disabilities in community development projects among the staffs in projects development. There is low level of inclusiveness for persons with disability as they are not given equal opportunities in decision making, are not treated with greater kindness, are not treated with greater patience, have no potential to develop their career and have unequal access to winning job interviews, are not supplied with suitable sanitary facilities in the project, people with disability do not form part of the project management, the project buildings are not favorable for people with disabilities.

5.4 Recommendations

It is recommended that government and private sectors should treat people with disabilities fairly by doing the following: Persons with disability have to be given equal opportunities in decision making, are to be treated with greater kindness, are to be treated with greater patience, are given potential to develop their career and have unequal access to winning job interviews, are supplied with suitable sanitary facilities in the project, people with disability form part of the project management, the project

buildings are favorable for people with disabilities. The researcher pose a challenge to medical practitioners to also consider finding out a diagnosis test that can measure for the magnitude of psychological torcher resulting from stigma which can provide for true and fair representation of the pain PWDs have so as to treat this concern scientifically for instance like how malaria prevention and/or proper cure. As currently stigma is only tells by the victim but the extent cannot be measured by other side (communities) hence it remains a riddle to date. The government should pass on the laws to prohibit stigmatization.

5.5 Limitations of the Study

The problems in generating a literature review because there is no enough research studies concerning social and physical stigma on persons with disabilities basically on community development projects. Most of the researchers concentrated much in social and physical stigma on persons living with HIV/AIDS at workplace and did not engage much in stigma on persons with disabilities at work place in connections to inclusiveness in community development projects. This study has concentrated on the effect of social and physical stigma on inclusiveness of persons with disabilities in community development projects. The main problem encountered during data collection was the inconsistency of the data. These problems emanate mainly from weak institutional framework in monitoring the data. Another limitation was that some institutions/organizations were suspicious to give details for fear that they may be thought as the one who treat people with disabilities unfairly. This makes them reluctant to provide the requested data.

Moreover, most executives were not well informed in differentiating between confidential and non-confidential information. For instance, public information was treated as confidential.

5.6 Delimitation of the Study

After insisting that the data enquired was for academic purposes and that was to be treated confidentially, then the respondents accepted to cooperate.

5.7 Areas for Further Research

The study investigated the effect of social and physical stigma on inclusiveness of persons with disabilities in community development projects, for only six institutions/organizations in Dar es salaam Tanzania, while there are many other institutions/organizations operating in the country, it is researcher's suggestion that further studies be made to establish how persons with disabilities in community development projects are treated in those areas not covered with this study so as to know the magnitude of mistreatment of people with disability in the country.

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APPENDICES

APPENDIX I: QUESTIONNAIRES

Dear Sir/madam

I **Rosemary Choma**, a student from the Open University of Tanzania, Facult of Business Management in pursuit of a master degree of Project Management (MPM),I

am conducting a research on **the effect of social and physical stigma on inclusiveness of persons with disabilities in community development projects a case of in Temeke District.**”This questionnaire form has been formulated for the aim of this study. Since you have been identified as one of the stakeholders, you are requested to fill this questionnaire which will assist the researcher in collecting data for the mentioned topic. Please note that the information you provide will be treated confidentially and will only be used for the academic purposes only to fulfill requirement for the award for degree of Masters in Project Management. The researcher will not disclose the source of information to the public for any reasons. I appreciate your participation.

Please respond to the following items by putting a tick (✓) in front of the response that depicts your opinion or by writing at length.

SECTION ONE: PERSONAL PARTICULAR

1. Personal information

Gender of respondent

(i) Male ()

(ii) Female ()

Age

Below 25

26-35 yrs

36-45 yrs

Above 45

Academic qualifications(*circle the relevant answer*)

- (i) O-Level education ()
- (ii) A-Level education ()
- (iii) Diploma ()
- (iv) First Degree ()
- (v) Master's degree ()
- (vi) PhD ()

How long have you been working in this organization? (*Circle the relevant answer*)

- i. 1- 5 years
- ii. 6-10 years
- iii. 11- 15 years
- iv. Above 15 years

2. Do you have any knowledge about the level of stigma for persons with disabilities and community development projects? (*Circle the relevant answer*)

Yes ☐ No ☐ I don't know ☐

3. If yes what is the extent of social isolation for persons living with disabilities in community development projects? (*tick in the appropriate box*)

- a. There is a minimum ☐
- b. There is a medium level ☐
- c. There is a high level ☐
- d. Nothing at all ☐
- e. I don't understand the question ☐

4. What are the levels of physical isolation for persons living with disabilities in community projects? (*tick in the appropriate box*)

There is a minimum	<input type="text"/>
There is a medium level	<input type="text"/>
There is a high level	<input type="text"/>
Nothing at all	<input type="text"/>
I don't understand the question	<input type="text"/>

5. Which category of persons living with disabilities are mostly affected by and physical stigma in various community development project?

(a) Vision Impairment	<input type="text"/>
(b) Deaf or hard of hearing	<input type="text"/>
(c) Mental health conditions	<input type="text"/>
(d) Intellectual disability	<input type="text"/>
(e) Acquired brain injury	<input type="text"/>
(f) Autism spectrum disorder	<input type="text"/>
(g) Physical disability	<input type="text"/>
(h) Others (specify)	

6. Please put a tick on the appropriate cell “Strongly Disagree” (1) Disagree (2), Neutral (3), Agree (4) and Strongly Agree (5) on the following statements.

s/n	Measuring the level of social inclusiveness in projects					
		1	2	3	4	5
i.	Persons with disability are given equal opportunities in decision making					
ii	Persons with disability are treated with greater kindness					

iii.	People with disability are treated with greater patience					
iv.	People with disability are have the potential to develop their career					
v	People with disability have equal access to winning job interviews					

7. Please put a tick on the appropriate cell “Strongly Disagree” (1) Disagree (2), Neutral (3), Agree (4) and Strongly Agree (5) on the following statements.

	Measuring the level of physical inclusiveness of people with disabilities					
		1	2	3	4	5
i.	Sanitary facilities in the project are suitable for people with disability					
vi.	People with disability form part of the project management					
vii.	Transport facilities are suitable for people with disabilities					
viii	The project buildings a favorable for people with disabilities					

Thank you for your contribution

APPENDIX 1I: INTERVIEW QUESTIONS

1. Do you have any knowledge about the level of stigma on persons with disabilities and community development projects
2. What do you understand about the levels of social stigma for persons living with disabilities in community development projects?

3. What do you understand about the levels of physical stigma for persons living with disabilities in community development projects?
4. What should be done in order to overcome the problems of social stigma on persons living with disabilities in relation to inclusiveness in community development projects?
5. What should be done in order to overcome the problems of physical stigma on persons living with disabilities in relation to inclusiveness in community development projects?